

**COLLECTIVE BARGAINING AGREEMENT**  
**PUBLIC SECTOR / NON-POLICE & NON-FIRE**

Public Employer:	Borough of Fair Lawn		County:	Bergen
Employee Organization	Supervisor		Employees in Unit: 13	
Base Year Contract Term:	1/1/2009	12/31/2015	New Contract Term	1/1/2016 12/31/2018
Type of Settlement:	<input type="checkbox"/> Mediated Settlement <input type="checkbox"/> Fact-Finder Recommendation		<input checked="" type="checkbox"/> Voluntary Settlement	<input type="checkbox"/> Super Conciliation

Item 1 .....	Salary		
Item 2 .....	Increment		
Item 3 .....	Longevity		
Item 4 .....			
Item 5 .....			
Item 6 .....			
Item 7 .....			
Item 8 .....			
Item 9 .....			
Item 10 .....			
Item 11 .....			
Item 12 .....			
Any additional items list on separate sheet			
Additional Items			

\$1,322,164	\$1,223,917
(Total)	(Total)

Total Base Year (previous agreement) \$1,322,164

<u>Effective Date (m/d/yyyy)</u>	<u>1/1/2016</u>	<u>1/1/2017</u>	<u>1/1/2018</u>
Percent Increase .....	0	0	0
Total cost of increases			

\$1,223,917	\$1,223,917	\$1,223,917
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Percentage Impact (average per year over term of agreement)	0.00
Dollar Impact (average per year over term of agreement)	\$0.00

**Health Insurance (Indicate costs associated on each line)**

	Base Year	Year 1
Cost of Health Plan .....	\$171,026	\$234,376
Employee Contributions .....		\$281,251
Prescription .....	\$42,757	\$44,061
Dental .....		
Vision .....		

Section VII

Prepared by: Karen Palermo

Print Name: Karen Palermo

Signature: Karen Palermo

Title: CFO

Date: 1/28/2016